



Talent Management **Product Terms**

These Product Terms apply to the Talent Management Product Line SKUs subscribed to in an Order Form. Unless otherwise defined herein, capitalized terms used in these Product Terms have the same meaning as set forth in the MSA or the Order Form.

Documentation	Documentation for this Product Line can be found here: https://doc.workday.com/
Audit Reports	Audit Reports applicable to this Product Line can be found here: https://community-content.workday.com/content/workday-community/en-us/reference/learn/resources/workday-compliance-program-product-line-coverage.html
Support	Support for this Product Line is provided as set forth in the Workday SLA found here: https://www.workday.com/en-us/legal/universal-contract-terms-and-conditions/index.html
Subprocessors	Subprocessors associated with the Product Line can be found here: https://www.workday.com/en-us/legal/subprocessors.html
Enhanced Features	Customer Content is used to train and improve Workday's machine learning and analytics features associated with this Product Line, which can be found here: https://community-content.workday.com/content/workday-community/en-us/reference/products/platform-and-product-extensions/configuration-catalog/umsa-enhanced-features-list.html (collectively, "Talent Management Enhanced Features"). Customer can manage Workday's use of Customer Content for Talent Management Enhanced Features as further described in the Documentation. While Workday has developed Talent Management Enhanced Features with a variety of situations in mind, Customer's use of such features with Customer Content and Customer's configurations may result in new and untested results and outcomes. Customer is responsible for assessing the suitability of any such features and results prior to making them available to its end users.
Early Access	Customer can manage its participation in Workday's early access program through configuring Customer's applicable Instance. Based on Customer's configuration, Customer Content is used to train and improve Workday's early access machine learning and analytics functionality associated with product areas within this Product Line, which can be found here: https://community-content.workday.com/content/workday-community/en-us/reference/products/platform-and-product-extensions/configuration-catalog/umsa-early-access-product-area-list.html (collectively, "Talent Management Early Access Product Area Functionality"). Talent Management Early Access Product Area Functionality is still in the design phase and remains subject to change and/or removal at Workday's sole discretion. Customer is responsible for verifying the accuracy of the output of the Talent Management Early Access Product Area Functionality and making corrections as needed. Any products or features ultimately resulting from the Talent Management Early Access Product Area Functionality may be distributed under various Workday offerings and may be subject to additional fees.
Additional Terms	The terms in this Additional Terms section apply only to the extent that Customer uses the specific functionality indicated below. Cloud Connect for Learning The views and statements made in the third party content represent the views of the author or content creator, and not the views of Workday. If Customer (or its end



users) find any third party content offensive or inappropriate, then Customer may contact the content creator or the third party content provider, or stop viewing the third party content.

Public Learning Content

The views and statements made in the third party content represent the views of the author or content creator, and not the views of Workday. If Customer (or its end users) find any third party content offensive or inappropriate, then Customer may contact the content creator or the third party content provider, or stop viewing the third party content.

Workday's Youtube integration uses YouTube API Services. If Customer opts-in to access YouTube content, Customer will ensure its Authorized Parties comply with the YouTube Terms of Service available at <https://www.youtube.com/t/terms> and refrain from accessing or using the content in a manner that is deceptive, unethical, false, or misleading. Customer will also notify its Authorized Parties that YouTube uses, processes, collects, stores, and shares user information related to Authorized Parties in accordance with the YouTube privacy policy located at <http://www.google.com/policies/privacy> ("**YouTube Privacy Policy**"). Customer's notification will reference and link to the YouTube Privacy Policy. Customer will further ensure that its Authorized Parties consent to the use of Cookies that may be in YouTube content. Such cookies are in the control of YouTube and/or third-party publishers (not Workday). Customers with end users in the European Economic Area and/or the UK will comply with the EU User Consent Policy located at <http://www.google.com/about/company/user-consent-policy/>. YouTube and other publishers of YouTube content may use cookies on YouTube content. Please note Google provides instructions on their privacy policy on how end users can opt out of cookies.

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